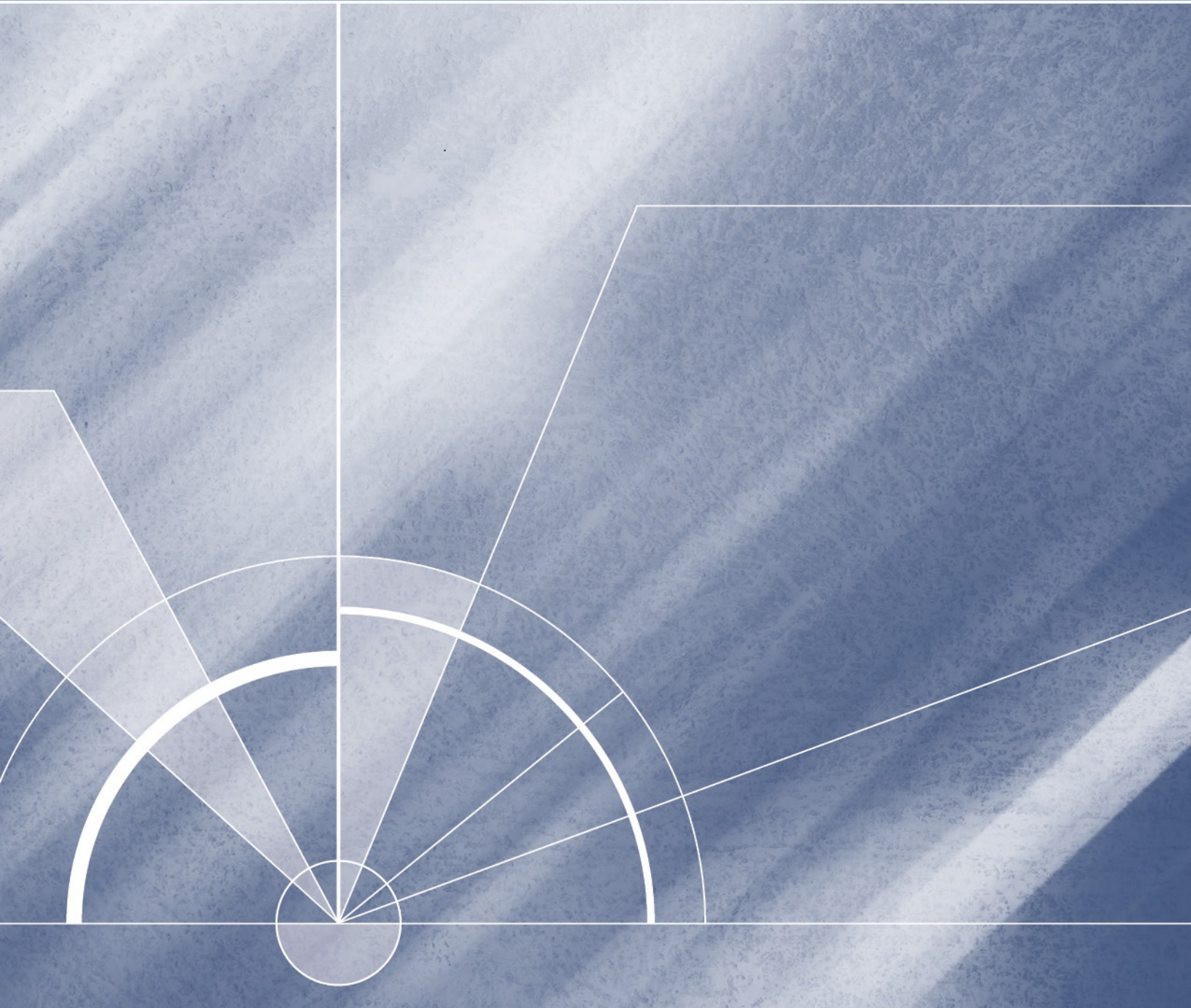


2017

Federal Employee Viewpoint Survey *Empowering Employees. Inspiring Change.*

5th Level
Subagency
Report

Department of Agriculture
TOLEDO, OH FIELD OFFICE



Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

This 2017 Federal Employee Viewpoint Survey Report provides summary results for your subagency, including comparisons to your department or agency.

Response Summary

	Surveys Completed	Response Rate
MARKETING AND REGULATORY PROGRAMS (MRP)	4,618	57.0%
FEDERAL GRAIN INSPECTION SERVICE	231	53.1%
FGIS FIELD OFFICE	156	47.0%
TOLEDO, OH FIELD OFFICE	13	81.3%

Your Data

An embedded Microsoft® Excel® file containing your results. To access the workbook from Adobe® Reader®, double click on the 'pin' in the upper left corner of this page. Alternatively, you may access the workbook through the vertical navigation pane on the left side of the Adobe® Reader® window by clicking on the image of the paper clip.

Top 10 Positive & Negative Items and Leading & Trailing Your Comparison Group.

These sections provide high level information on how your subagency is doing.

Main Report Results

The results include response percentages for each survey item. The definitions for the Positive, Neutral, and Negative response percentages vary in the following ways across the three primary response scales used in the survey:

Positive: *"Strongly Agree and Agree"* or *"Very Satisfied and Satisfied"* or *"Very Good and Good"*

Neutral: *"Neither Agree nor Disagree"* or *"Neither Satisfied nor Dissatisfied"* or *"Fair"*

Negative: *"Disagree and Strongly Disagree"* or *"Dissatisfied and Very Dissatisfied"* or *"Poor and Very Poor"*

Positive, Neutral, and Negative percentages are based on the total number of responses (N) that are in these three categories. The number of *Do Not Know (DNK)* or *No Basis to Judge (NBJ)* responses, where applicable, is listed separately.

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Top 10 Positive & Negative Items

The figures below highlight the top 10 positive and negative results from the survey to help you quickly identify the most positive and most negative aspects of the organizational environment (only items 1 to 71 are included). Use this snapshot as a quick reference or overview of your FEVS results.

Highest Percent Positive

100.0%	When needed I am willing to put in the extra effort to get a job done. (Q.7)
100.0%	The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals. (Q.29)
93.9%	My supervisor treats me with respect. (Q.49)
93.5%	I am constantly looking for ways to do my job better. (Q.8)
93.5%	I can disclose a suspected violation of any law, rule or regulation without fear of reprisal. (Q.17)
93.3%	The people I work with cooperate to get the job done. (Q.20)
92.5%	I know what is expected of me on the job. (Q.6)
89.8%	The work I do is important. (Q.13)
89.0%	I know how my work relates to the agency's goals and priorities. (Q.12)
88.3%	Managers review and evaluate the organization's progress toward meeting its goals and objectives. (Q.57)

Highest Percent Negative

52.0%	My work unit is able to recruit people with the right skills. (Q.21)
45.2%	In my work unit, steps are taken to deal with a poor performer who cannot or will not improve. (Q.23)
38.5%	Awards in my work unit depend on how well employees perform their jobs. (Q.25)
31.9%	My performance appraisal is a fair reflection of my performance. (Q.15)
31.9%	In my work unit, differences in performance are recognized in a meaningful way. (Q.24)
31.5%	My workload is reasonable. (Q.10)
29.3%	I have sufficient resources (for example, people, materials, budget) to get my job done. (Q.9)
23.7%	Promotions in my work unit are based on merit. (Q.22)
23.7%	Pay raises depend on how well employees perform their jobs. (Q.33)
21.7%	In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding). (Q.19)

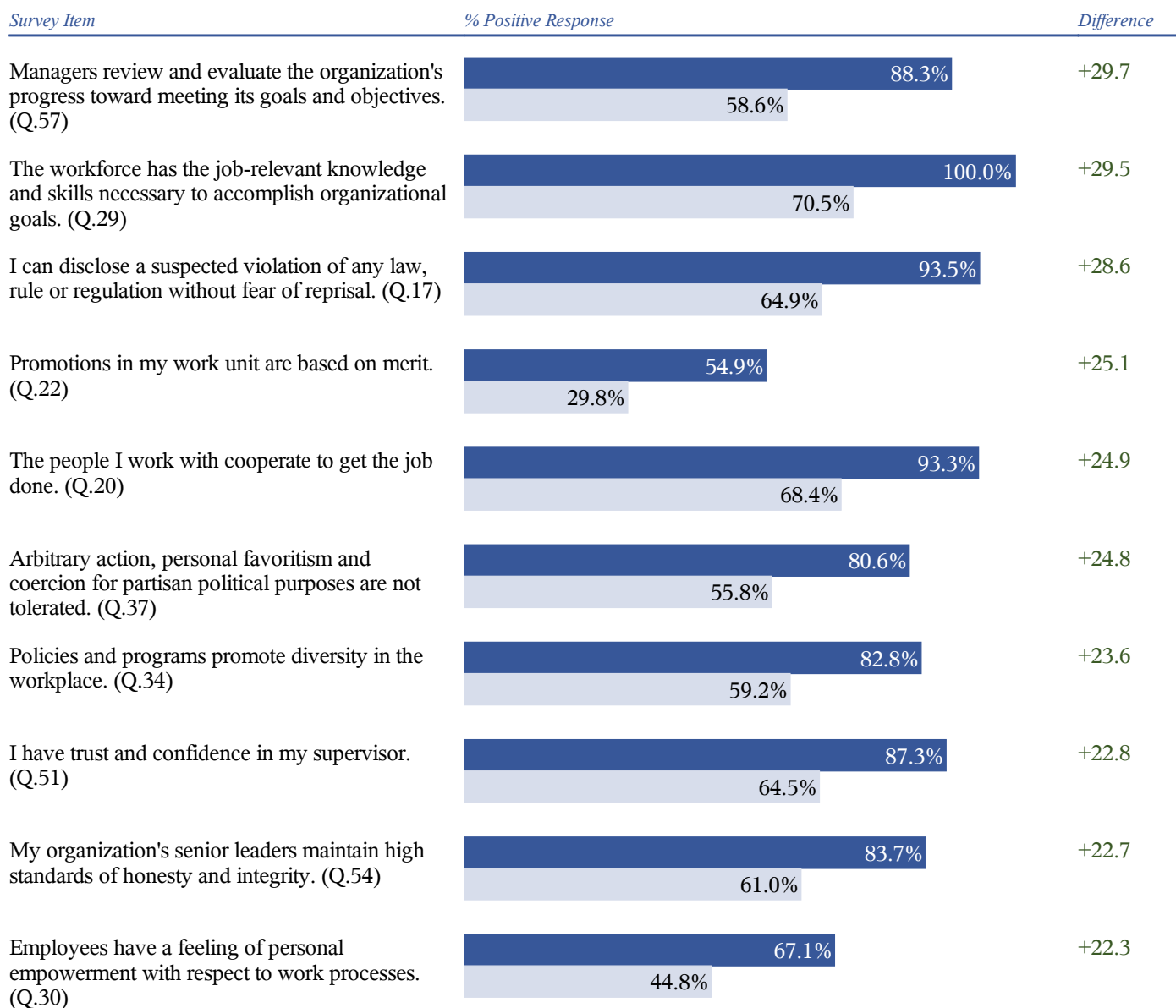
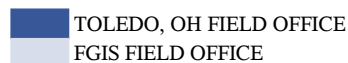
Department of Agriculture

TOLEDO, OH FIELD OFFICE

5th Level Subagency Report

Leading Your Comparison Group

The figure below allows you to see where your subagency results are higher than your comparison group (FGIS FIELD OFFICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are higher than the average, only the 10 items with the greatest differences are shown.



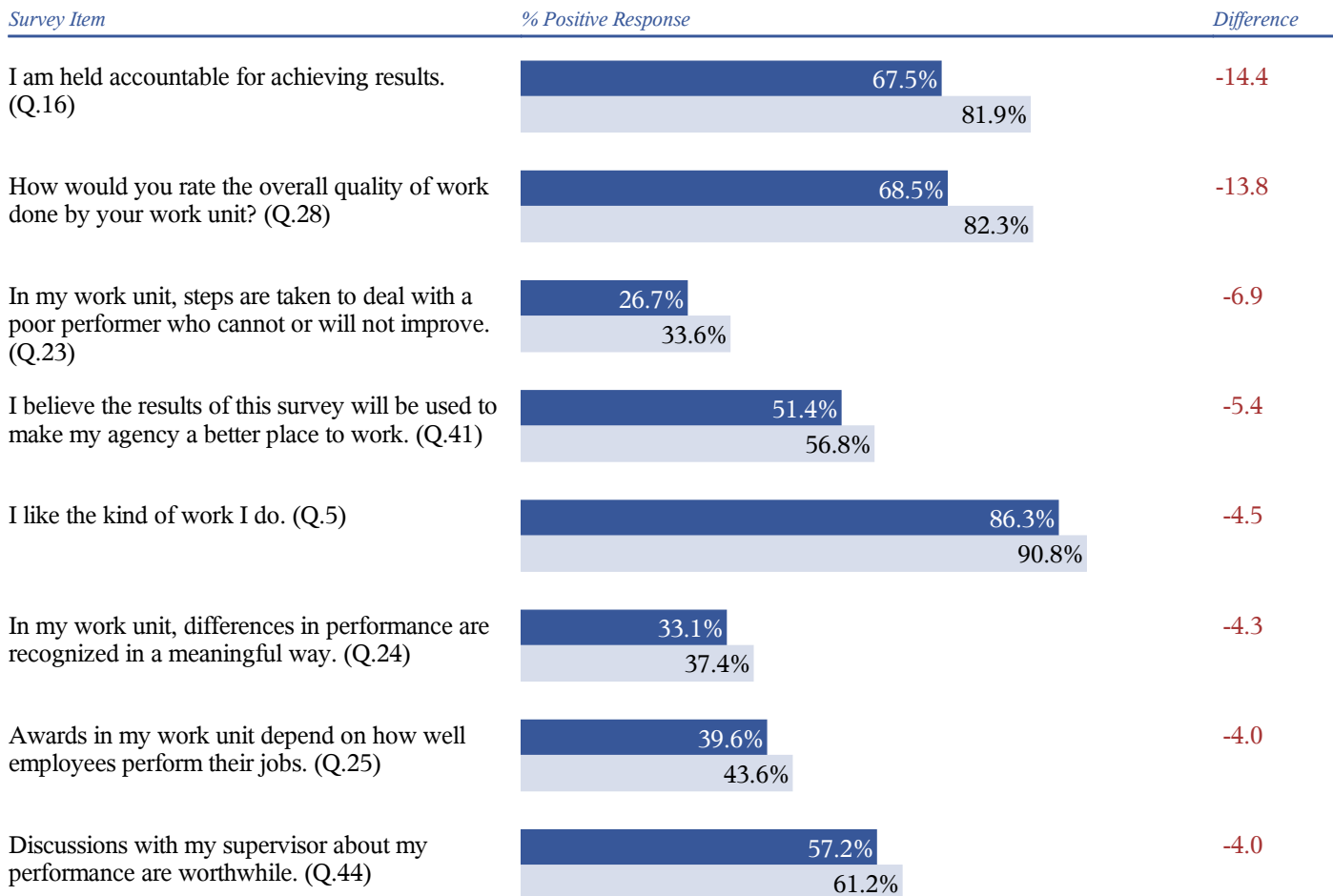
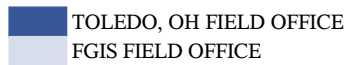
Department of Agriculture

TOLEDO, OH FIELD OFFICE

5th Level Subagency Report

Trailing Your Comparison Group

The figure below allows you to see where your subagency results are lower than your comparison group (FGIS FIELD OFFICE) average (only items 1 to 71 are included). Only survey items with differences of 3 percentage points or more from your comparison group average are displayed. If your subagency has more than 10 items that are lower than the average, only the 10 items with the greatest differences are shown.



Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Experience

1. I am given a real opportunity to improve my skills in my organization.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,612	69.2%	14.6%	16.2%
FEDERAL GRAIN INSPECTION SERVICE	230	62.7%	15.4%	21.9%
FGIS FIELD OFFICE	155	61.5%	15.8%	22.6%
TOLEDO, OH FIELD OFFICE	13	80.3%	6.7%	13.1%

2. I have enough information to do my job well.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,596	75.2%	12.6%	12.2%
FEDERAL GRAIN INSPECTION SERVICE	228	74.5%	11.5%	14.0%
FGIS FIELD OFFICE	153	72.8%	13.5%	13.7%
TOLEDO, OH FIELD OFFICE	13	77.7%	13.7%	8.6%

3. I feel encouraged to come up with new and better ways of doing things.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	63.9%	17.3%	18.8%
FEDERAL GRAIN INSPECTION SERVICE	228	60.6%	18.0%	21.4%
FGIS FIELD OFFICE	154	53.7%	19.7%	26.6%
TOLEDO, OH FIELD OFFICE	13	73.7%	6.5%	19.7%

4. My work gives me a feeling of personal accomplishment.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,599	74.2%	14.1%	11.7%
FEDERAL GRAIN INSPECTION SERVICE	231	71.7%	14.0%	14.4%
FGIS FIELD OFFICE	156	70.6%	15.2%	14.2%
TOLEDO, OH FIELD OFFICE	13	79.8%	13.2%	7.0%

5. I like the kind of work I do.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,585	85.9%	9.6%	4.5%
FEDERAL GRAIN INSPECTION SERVICE	229	87.9%	6.5%	5.6%
FGIS FIELD OFFICE	154	90.8%	4.5%	4.7%
TOLEDO, OH FIELD OFFICE	13	86.3%	6.7%	7.0%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Experience (continued)

6. I know what is expected of me on the job.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,577	82.8%	9.6%	7.6%
FEDERAL GRAIN INSPECTION SERVICE	227	77.8%	12.9%	9.3%
FGIS FIELD OFFICE	152	79.8%	12.4%	7.7%
TOLEDO, OH FIELD OFFICE	12	92.5%	7.5%	0.0%

7. When needed I am willing to put in the extra effort to get a job done.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	96.7%	2.0%	1.4%
FEDERAL GRAIN INSPECTION SERVICE	230	96.6%	1.5%	2.0%
FGIS FIELD OFFICE	155	96.0%	2.1%	1.9%
TOLEDO, OH FIELD OFFICE	13	100.0%	0.0%	0.0%

8. I am constantly looking for ways to do my job better.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,589	91.4%	7.1%	1.5%
FEDERAL GRAIN INSPECTION SERVICE	228	90.7%	7.3%	2.0%
FGIS FIELD OFFICE	154	90.1%	8.1%	1.9%
TOLEDO, OH FIELD OFFICE	13	93.5%	6.5%	0.0%

9. I have sufficient resources (for example, people, materials, budget) to get my job done.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,603	56.9%	15.8%	27.3%	9
FEDERAL GRAIN INSPECTION SERVICE	230	54.4%	16.7%	28.9%	0
FGIS FIELD OFFICE	155	54.5%	17.1%	28.4%	0
TOLEDO, OH FIELD OFFICE	13	64.2%	6.5%	29.3%	0

10. My workload is reasonable.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,595	64.7%	14.3%	21.1%	7
FEDERAL GRAIN INSPECTION SERVICE	228	60.8%	14.4%	24.8%	1
FGIS FIELD OFFICE	153	59.7%	14.0%	26.3%	1
TOLEDO, OH FIELD OFFICE	13	61.5%	7.0%	31.5%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Experience (continued)

11. My talents are used well in the workplace.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	62.2%	16.3%	21.5%	23
FEDERAL GRAIN INSPECTION SERVICE	228	62.5%	18.8%	18.7%	2
FGIS FIELD OFFICE	153	63.9%	17.6%	18.5%	2
TOLEDO, OH FIELD OFFICE	13	70.1%	13.7%	16.3%	0

12. I know how my work relates to the agency's goals and priorities.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,580	86.5%	8.1%	5.4%	14
FEDERAL GRAIN INSPECTION SERVICE	227	85.1%	9.2%	5.6%	2
FGIS FIELD OFFICE	152	83.0%	9.3%	7.7%	2
TOLEDO, OH FIELD OFFICE	12	89.0%	11.0%	0.0%	1

13. The work I do is important.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,561	91.1%	6.5%	2.4%	10
FEDERAL GRAIN INSPECTION SERVICE	229	92.2%	4.1%	3.7%	1
FGIS FIELD OFFICE	154	92.5%	2.7%	4.8%	1
TOLEDO, OH FIELD OFFICE	13	89.8%	0.0%	10.2%	0

14. Physical conditions (for example, noise level, temperature, lighting, cleanliness in the workplace) allow employees to perform their jobs well.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.8%	12.8%	11.4%	29
FEDERAL GRAIN INSPECTION SERVICE	231	63.9%	16.6%	19.5%	0
FGIS FIELD OFFICE	156	58.5%	18.8%	22.7%	0
TOLEDO, OH FIELD OFFICE	13	62.6%	31.3%	6.1%	0

15. My performance appraisal is a fair reflection of my performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,568	73.6%	12.2%	14.2%	34
FEDERAL GRAIN INSPECTION SERVICE	227	60.9%	14.7%	24.4%	3
FGIS FIELD OFFICE	154	56.1%	14.1%	29.8%	2
TOLEDO, OH FIELD OFFICE	13	53.5%	14.6%	31.9%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Experience (continued)

16. I am held accountable for achieving results.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,574	85.7%	9.8%	4.4%	18
FEDERAL GRAIN INSPECTION SERVICE	227	83.5%	10.4%	6.1%	1
FGIS FIELD OFFICE	155	81.9%	10.4%	7.7%	0
TOLEDO, OH FIELD OFFICE	13	67.5%	22.3%	10.2%	0

17. I can disclose a suspected violation of any law, rule or regulation without fear of reprisal.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,409	64.6%	17.2%	18.1%	183
FEDERAL GRAIN INSPECTION SERVICE	219	64.7%	17.7%	17.7%	10
FGIS FIELD OFFICE	151	64.9%	16.1%	19.0%	4
TOLEDO, OH FIELD OFFICE	12	93.5%	0.0%	6.5%	1

18. My training needs are assessed.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,566	58.1%	21.5%	20.4%	36
FEDERAL GRAIN INSPECTION SERVICE	228	53.4%	27.0%	19.6%	3
FGIS FIELD OFFICE	154	54.3%	27.8%	17.9%	2
TOLEDO, OH FIELD OFFICE	13	70.6%	23.4%	6.1%	0

19. In my most recent performance appraisal, I understood what I had to do to be rated at different performance levels (for example, Fully Successful, Outstanding).

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	4,560	73.1%	11.6%	15.3%	53
FEDERAL GRAIN INSPECTION SERVICE	228	67.2%	8.0%	24.8%	2
FGIS FIELD OFFICE	153	66.2%	9.4%	24.4%	2
TOLEDO, OH FIELD OFFICE	13	68.1%	10.2%	21.7%	0

My Work Unit

20. The people I work with cooperate to get the job done.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,602	77.8%	12.3%	10.0%
FEDERAL GRAIN INSPECTION SERVICE	231	71.1%	18.6%	10.3%
FGIS FIELD OFFICE	156	68.4%	21.0%	10.5%
TOLEDO, OH FIELD OFFICE	13	93.3%	0.0%	6.7%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Unit (continued)

21. My work unit is able to recruit people with the right skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	45.4%	24.7%	29.9%	135
FEDERAL GRAIN INSPECTION SERVICE	226	37.0%	26.2%	36.8%	4
FGIS FIELD OFFICE	151	34.9%	29.3%	35.8%	4
TOLEDO, OH FIELD OFFICE	13	41.3%	6.7%	52.0%	0

22. Promotions in my work unit are based on merit.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,291	38.9%	27.2%	33.9%	299
FEDERAL GRAIN INSPECTION SERVICE	223	32.9%	26.1%	41.0%	8
FGIS FIELD OFFICE	151	29.8%	30.3%	39.8%	5
TOLEDO, OH FIELD OFFICE	13	54.9%	21.3%	23.7%	0

23. In my work unit, steps are taken to deal with a poor performer who cannot or will not improve.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,217	33.3%	27.7%	39.0%	374
FEDERAL GRAIN INSPECTION SERVICE	222	37.5%	22.6%	39.9%	6
FGIS FIELD OFFICE	151	33.6%	25.2%	41.1%	2
TOLEDO, OH FIELD OFFICE	13	26.7%	28.1%	45.2%	0

24. In my work unit, differences in performance are recognized in a meaningful way.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,339	40.6%	26.8%	32.5%	269
FEDERAL GRAIN INSPECTION SERVICE	229	41.8%	22.6%	35.6%	2
FGIS FIELD OFFICE	155	37.4%	26.7%	35.8%	1
TOLEDO, OH FIELD OFFICE	13	33.1%	35.1%	31.9%	0

25. Awards in my work unit depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,301	49.9%	22.1%	28.0%	287
FEDERAL GRAIN INSPECTION SERVICE	224	47.7%	18.4%	33.9%	5
FGIS FIELD OFFICE	153	43.6%	20.0%	36.4%	3
TOLEDO, OH FIELD OFFICE	13	39.6%	21.9%	38.5%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Work Unit (continued)

26. Employees in my work unit share job knowledge with each other.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,575	75.5%	13.6%	11.0%	18
FEDERAL GRAIN INSPECTION SERVICE	231	71.3%	20.2%	8.5%	0
FGIS FIELD OFFICE	156	71.7%	20.7%	7.6%	0
TOLEDO, OH FIELD OFFICE	13	77.1%	12.7%	10.2%	0

27. The skill level in my work unit has improved in the past year.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	57.8%	26.4%	15.8%	144
FEDERAL GRAIN INSPECTION SERVICE	224	57.1%	24.0%	18.8%	6
FGIS FIELD OFFICE	150	53.1%	26.6%	20.3%	5
TOLEDO, OH FIELD OFFICE	13	54.8%	28.9%	16.3%	0

28. How would you rate the overall quality of work done by your work unit?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,604	86.8%	10.6%	2.6%
FEDERAL GRAIN INSPECTION SERVICE	231	84.4%	12.0%	3.6%
FGIS FIELD OFFICE	156	82.3%	13.0%	4.6%
TOLEDO, OH FIELD OFFICE	13	68.5%	31.5%	0.0%

My Agency

29. The workforce has the job-relevant knowledge and skills necessary to accomplish organizational goals.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	75.4%	14.4%	10.2%	73
FEDERAL GRAIN INSPECTION SERVICE	226	72.6%	15.0%	12.4%	3
FGIS FIELD OFFICE	152	70.5%	15.4%	14.2%	3
TOLEDO, OH FIELD OFFICE	12	100.0%	0.0%	0.0%	1

30. Employees have a feeling of personal empowerment with respect to work processes.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,438	52.0%	24.3%	23.6%	112
FEDERAL GRAIN INSPECTION SERVICE	222	46.8%	27.0%	26.2%	6
FGIS FIELD OFFICE	149	44.8%	29.1%	26.2%	5
TOLEDO, OH FIELD OFFICE	13	67.1%	13.3%	19.6%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Agency (continued)

31. Employees are recognized for providing high quality products and services.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,439	55.7%	22.0%	22.3%	92
FEDERAL GRAIN INSPECTION SERVICE	227	51.9%	22.3%	25.8%	2
FGIS FIELD OFFICE	153	49.2%	26.1%	24.7%	2
TOLEDO, OH FIELD OFFICE	13	53.5%	46.5%	0.0%	0

32. Creativity and innovation are rewarded.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,398	45.7%	27.5%	26.9%	137
FEDERAL GRAIN INSPECTION SERVICE	225	41.7%	25.9%	32.5%	4
FGIS FIELD OFFICE	152	41.9%	23.7%	34.5%	3
TOLEDO, OH FIELD OFFICE	13	55.6%	31.3%	13.1%	0

33. Pay raises depend on how well employees perform their jobs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,201	23.0%	28.8%	48.2%	316
FEDERAL GRAIN INSPECTION SERVICE	214	25.5%	22.0%	52.5%	11
FGIS FIELD OFFICE	144	24.7%	24.0%	51.2%	8
TOLEDO, OH FIELD OFFICE	12	35.2%	41.1%	23.7%	1

34. Policies and programs promote diversity in the workplace (for example, recruiting minorities and women, training in awareness of diversity issues, mentoring).

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,357	67.4%	21.7%	10.9%	188
FEDERAL GRAIN INSPECTION SERVICE	221	63.4%	18.8%	17.8%	8
FGIS FIELD OFFICE	151	59.2%	21.6%	19.2%	4
TOLEDO, OH FIELD OFFICE	13	82.8%	10.2%	7.0%	0

35. Employees are protected from health and safety hazards on the job.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,487	79.5%	12.5%	8.1%	59
FEDERAL GRAIN INSPECTION SERVICE	228	72.0%	12.1%	15.8%	0
FGIS FIELD OFFICE	154	62.1%	16.4%	21.4%	0
TOLEDO, OH FIELD OFFICE	13	68.8%	18.1%	13.1%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Agency (continued)

36. My organization has prepared employees for potential security threats.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,465	78.1%	13.6%	8.3%	51
FEDERAL GRAIN INSPECTION SERVICE	227	73.3%	16.7%	10.0%	0
FGIS FIELD OFFICE	154	67.3%	19.5%	13.3%	0
TOLEDO, OH FIELD OFFICE	13	70.1%	16.9%	13.1%	0

37. Arbitrary action, personal favoritism and coercion for partisan political purposes are not tolerated.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,286	59.4%	19.4%	21.2%	240
FEDERAL GRAIN INSPECTION SERVICE	216	56.4%	20.9%	22.6%	13
FGIS FIELD OFFICE	146	55.8%	21.8%	22.4%	9
TOLEDO, OH FIELD OFFICE	11	80.6%	11.7%	7.7%	2

38. Prohibited Personnel Practices (for example, illegally discriminating for or against any employee/applicant, obstructing a person's right to compete for employment, knowingly violating veterans' preference requirements) are not tolerated.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,177	72.4%	15.4%	12.3%	332
FEDERAL GRAIN INSPECTION SERVICE	205	65.6%	17.3%	17.1%	18
FGIS FIELD OFFICE	139	64.1%	16.8%	19.1%	11
TOLEDO, OH FIELD OFFICE	12	81.7%	18.3%	0.0%	1

39. My agency is successful at accomplishing its mission.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,462	82.5%	12.2%	5.3%	71
FEDERAL GRAIN INSPECTION SERVICE	225	79.5%	13.0%	7.5%	2
FGIS FIELD OFFICE	152	75.2%	15.3%	9.5%	2
TOLEDO, OH FIELD OFFICE	13	82.8%	17.2%	0.0%	0

40. I recommend my organization as a good place to work.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,532	71.1%	17.4%	11.5%
FEDERAL GRAIN INSPECTION SERVICE	228	65.6%	19.2%	15.1%
FGIS FIELD OFFICE	155	65.3%	19.8%	15.0%
TOLEDO, OH FIELD OFFICE	13	70.1%	22.9%	7.0%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Agency (continued)

41. I believe the results of this survey will be used to make my agency a better place to work.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,178	50.5%	25.1%	24.3%	362
FEDERAL GRAIN INSPECTION SERVICE	202	53.4%	18.6%	28.1%	25
FGIS FIELD OFFICE	138	56.8%	18.7%	24.5%	17
TOLEDO, OH FIELD OFFICE	12	51.4%	34.3%	14.3%	1

My Supervisor

42. My supervisor supports my need to balance work and other life issues.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,522	84.3%	8.3%	7.3%	13
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	13.5%	14.9%	1
FGIS FIELD OFFICE	154	62.1%	17.6%	20.3%	0
TOLEDO, OH FIELD OFFICE	12	59.3%	27.0%	13.7%	0

43. My supervisor provides me with opportunities to demonstrate my leadership skills.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,513	72.2%	15.3%	12.5%	16
FEDERAL GRAIN INSPECTION SERVICE	226	71.6%	14.9%	13.5%	1
FGIS FIELD OFFICE	154	68.6%	15.4%	15.9%	0
TOLEDO, OH FIELD OFFICE	13	79.3%	14.6%	6.1%	0

44. Discussions with my supervisor about my performance are worthwhile.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,486	69.4%	16.0%	14.6%	26
FEDERAL GRAIN INSPECTION SERVICE	224	64.8%	14.4%	20.8%	3
FGIS FIELD OFFICE	153	61.2%	15.2%	23.5%	1
TOLEDO, OH FIELD OFFICE	13	57.2%	30.1%	12.7%	0

45. My supervisor is committed to a workforce representative of all segments of society.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,233	75.1%	17.8%	7.1%	278
FEDERAL GRAIN INSPECTION SERVICE	211	68.7%	18.8%	12.6%	15
FGIS FIELD OFFICE	149	66.3%	16.9%	16.8%	6
TOLEDO, OH FIELD OFFICE	11	84.3%	15.7%	0.0%	2

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Supervisor (continued)

46. My supervisor provides me with constructive suggestions to improve my job performance.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,495	69.1%	17.0%	13.9%	17
FEDERAL GRAIN INSPECTION SERVICE	225	66.9%	16.1%	17.1%	2
FGIS FIELD OFFICE	154	63.9%	17.5%	18.5%	0
TOLEDO, OH FIELD OFFICE	12	62.5%	31.0%	6.5%	0

47. Supervisors in my work unit support employee development.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	72.7%	15.1%	12.1%	48
FEDERAL GRAIN INSPECTION SERVICE	226	66.2%	17.7%	16.1%	2
FGIS FIELD OFFICE	154	62.0%	18.4%	19.6%	1
TOLEDO, OH FIELD OFFICE	13	80.3%	13.7%	6.1%	0

48. My supervisor listens to what I have to say.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,523	81.2%	10.2%	8.6%
FEDERAL GRAIN INSPECTION SERVICE	228	79.9%	13.4%	6.7%
FGIS FIELD OFFICE	155	75.4%	16.1%	8.5%
TOLEDO, OH FIELD OFFICE	13	87.3%	6.7%	6.1%

49. My supervisor treats me with respect.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,510	85.1%	8.0%	6.8%
FEDERAL GRAIN INSPECTION SERVICE	226	85.9%	7.0%	7.1%
FGIS FIELD OFFICE	154	84.4%	6.7%	8.9%
TOLEDO, OH FIELD OFFICE	13	93.9%	6.1%	0.0%

50. In the last six months, my supervisor has talked with me about my performance.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,509	89.5%	5.4%	5.1%
FEDERAL GRAIN INSPECTION SERVICE	228	79.2%	8.2%	12.7%
FGIS FIELD OFFICE	155	75.4%	8.6%	16.0%
TOLEDO, OH FIELD OFFICE	13	85.3%	8.6%	6.1%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Supervisor (continued)

51. I have trust and confidence in my supervisor.

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,511	72.9%	13.0%	14.1%
FEDERAL GRAIN INSPECTION SERVICE	228	68.0%	16.2%	15.8%
FGIS FIELD OFFICE	155	64.5%	16.8%	18.7%
TOLEDO, OH FIELD OFFICE	13	87.3%	6.7%	6.1%

52. Overall, how good a job do you feel is being done by your immediate supervisor?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,519	75.3%	15.3%	9.4%
FEDERAL GRAIN INSPECTION SERVICE	227	73.1%	15.6%	11.3%
FGIS FIELD OFFICE	155	70.8%	15.2%	14.1%
TOLEDO, OH FIELD OFFICE	13	77.1%	16.9%	6.1%

Leadership

53. In my organization, senior leaders generate high levels of motivation and commitment in the workforce.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,325	44.0%	26.5%	29.4%	173
FEDERAL GRAIN INSPECTION SERVICE	218	42.9%	25.9%	31.2%	10
FGIS FIELD OFFICE	147	46.4%	27.8%	25.8%	8
TOLEDO, OH FIELD OFFICE	12	51.6%	34.4%	14.0%	1

54. My organization's senior leaders maintain high standards of honesty and integrity.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,130	54.3%	24.9%	20.8%	371
FEDERAL GRAIN INSPECTION SERVICE	206	58.3%	17.2%	24.5%	20
FGIS FIELD OFFICE	139	61.0%	18.7%	20.3%	14
TOLEDO, OH FIELD OFFICE	13	83.7%	16.3%	0.0%	0

55. Supervisors work well with employees of different backgrounds.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,275	72.4%	17.0%	10.6%	203
FEDERAL GRAIN INSPECTION SERVICE	219	77.4%	11.9%	10.7%	8
FGIS FIELD OFFICE	151	79.2%	9.8%	10.9%	3
TOLEDO, OH FIELD OFFICE	12	82.1%	17.9%	0.0%	1

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Leadership (continued)

56. Managers communicate the goals and priorities of the organization.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,393	65.7%	18.2%	16.1%	92
FEDERAL GRAIN INSPECTION SERVICE	219	62.0%	18.6%	19.3%	7
FGIS FIELD OFFICE	150	64.0%	17.9%	18.2%	4
TOLEDO, OH FIELD OFFICE	13	82.8%	10.2%	7.0%	0

57. Managers review and evaluate the organization's progress toward meeting its goals and objectives.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,089	63.9%	22.7%	13.4%	389
FEDERAL GRAIN INSPECTION SERVICE	212	60.9%	25.7%	13.3%	16
FGIS FIELD OFFICE	145	58.6%	27.8%	13.6%	10
TOLEDO, OH FIELD OFFICE	11	88.3%	11.7%	0.0%	2

58. Managers promote communication among different work units (for example, about projects, goals, needed resources).

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,280	57.7%	21.1%	21.2%	203
FEDERAL GRAIN INSPECTION SERVICE	220	54.8%	20.6%	24.5%	6
FGIS FIELD OFFICE	149	57.3%	19.8%	22.9%	4
TOLEDO, OH FIELD OFFICE	12	75.0%	11.0%	14.0%	0

59. Managers support collaboration across work units to accomplish work objectives.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,277	60.8%	20.9%	18.3%	204
FEDERAL GRAIN INSPECTION SERVICE	214	57.8%	21.1%	21.1%	13
FGIS FIELD OFFICE	145	60.7%	19.9%	19.4%	9
TOLEDO, OH FIELD OFFICE	12	82.5%	11.0%	6.5%	1

60. Overall, how good a job do you feel is being done by the manager directly above your immediate supervisor?

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,212	63.0%	20.5%	16.6%	275
FEDERAL GRAIN INSPECTION SERVICE	212	56.5%	21.8%	21.7%	13
FGIS FIELD OFFICE	147	59.2%	18.6%	22.2%	6
TOLEDO, OH FIELD OFFICE	13	69.3%	30.7%	0.0%	0

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Leadership (continued)

61. I have a high level of respect for my organization's senior leaders.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,392	57.0%	22.1%	20.9%	99
FEDERAL GRAIN INSPECTION SERVICE	219	56.1%	22.6%	21.3%	7
FGIS FIELD OFFICE	148	60.3%	20.8%	18.9%	6
TOLEDO, OH FIELD OFFICE	12	82.6%	17.4%	0.0%	1

62. Senior leaders demonstrate support for Work/Life programs.

	N	Positive	Neutral	Negative	DNK
MARKETING AND REGULATORY PROGRAMS (MRP)	4,020	62.8%	24.6%	12.6%	473
FEDERAL GRAIN INSPECTION SERVICE	200	56.1%	21.2%	22.7%	25
FGIS FIELD OFFICE	138	52.9%	21.4%	25.6%	16
TOLEDO, OH FIELD OFFICE	12	66.6%	26.9%	6.5%	1

My Satisfaction

63. How satisfied are you with your involvement in decisions that affect your work?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,485	57.2%	21.0%	21.8%
FEDERAL GRAIN INSPECTION SERVICE	225	52.6%	22.3%	25.1%
FGIS FIELD OFFICE	153	50.3%	22.5%	27.2%
TOLEDO, OH FIELD OFFICE	13	62.3%	31.7%	6.1%

64. How satisfied are you with the information you receive from management on what's going on in your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,480	54.3%	22.7%	23.0%
FEDERAL GRAIN INSPECTION SERVICE	226	49.3%	23.0%	27.7%
FGIS FIELD OFFICE	154	48.0%	22.8%	29.2%
TOLEDO, OH FIELD OFFICE	13	68.8%	25.2%	6.1%

65. How satisfied are you with the recognition you receive for doing a good job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,467	56.0%	21.1%	22.9%
FEDERAL GRAIN INSPECTION SERVICE	224	50.0%	18.6%	31.4%
FGIS FIELD OFFICE	152	48.5%	19.6%	31.9%
TOLEDO, OH FIELD OFFICE	13	60.5%	25.5%	14.0%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Satisfaction (continued)

66. How satisfied are you with the policies and practices of your senior leaders?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	45.7%	30.7%	23.6%
FEDERAL GRAIN INSPECTION SERVICE	225	42.9%	28.7%	28.4%
FGIS FIELD OFFICE	154	43.5%	28.5%	28.0%
TOLEDO, OH FIELD OFFICE	13	62.3%	31.7%	6.1%

67. How satisfied are you with your opportunity to get a better job in your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,471	39.3%	26.4%	34.3%
FEDERAL GRAIN INSPECTION SERVICE	225	43.3%	22.7%	34.0%
FGIS FIELD OFFICE	153	41.8%	28.6%	29.6%
TOLEDO, OH FIELD OFFICE	13	48.0%	43.4%	8.6%

68. How satisfied are you with the training you receive for your present job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,470	61.4%	20.6%	18.0%
FEDERAL GRAIN INSPECTION SERVICE	222	56.2%	19.3%	24.4%
FGIS FIELD OFFICE	151	53.3%	19.7%	27.0%
TOLEDO, OH FIELD OFFICE	13	61.6%	25.3%	13.1%

69. Considering everything, how satisfied are you with your job?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,475	73.1%	14.8%	12.1%
FEDERAL GRAIN INSPECTION SERVICE	226	66.3%	19.2%	14.4%
FGIS FIELD OFFICE	154	66.2%	17.8%	16.0%
TOLEDO, OH FIELD OFFICE	13	70.1%	16.9%	13.1%

70. Considering everything, how satisfied are you with your pay?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,473	61.6%	15.4%	23.1%
FEDERAL GRAIN INSPECTION SERVICE	226	54.8%	19.7%	25.5%
FGIS FIELD OFFICE	154	52.1%	23.0%	25.0%
TOLEDO, OH FIELD OFFICE	13	60.5%	24.2%	15.3%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

My Satisfaction (continued)

71. Considering everything, how satisfied are you with your organization?

	N	Positive	Neutral	Negative
MARKETING AND REGULATORY PROGRAMS (MRP)	4,468	64.9%	19.4%	15.7%
FEDERAL GRAIN INSPECTION SERVICE	223	55.1%	23.2%	21.7%
FGIS FIELD OFFICE	151	53.7%	27.0%	19.3%
TOLEDO, OH FIELD OFFICE	13	70.1%	16.9%	13.1%

Work/Life

72. Have you been notified whether or not you are eligible to telework?

	N	Notified eligible	Notified not eligible	Not notified	Not sure notified
MARKETING AND REGULATORY PROGRAMS (MRP)	4,457	75.2%	17.3%	4.1%	3.5%
FEDERAL GRAIN INSPECTION SERVICE	222	34.7%	50.4%	7.4%	7.5%
FGIS FIELD OFFICE	151	20.9%	59.8%	10.1%	9.1%
TOLEDO, OH FIELD OFFICE	13	15.1%	76.9%	0.0%	7.9%

73. Please select the response below that BEST describes your current teleworking situation.

	N	3+ Days Per Week	1-2 Days Per Week	No More Than 1-2 Days Per Month	Infrequently
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	17.5%	21.7%	5.5%	16.2%
FEDERAL GRAIN INSPECTION SERVICE	224	0.6%	11.1%	5.1%	14.8%
FGIS FIELD OFFICE	152	0.9%	4.1%	4.1%	6.9%
TOLEDO, OH FIELD OFFICE	13	0.0%	6.5%	0.0%	18.8%

(continued)

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Work/Life (continued)

73. Please select the response below that BEST describes your current teleworking situation. (continued)

	N	Must Be Physically Present	Do Not Telework		
			Technical Issues	Not Allowed To Telework	Choose Not To Telework
MARKETING AND REGULATORY PROGRAMS (MRP)	4,460	20.8%	1.9%	5.9%	10.5%
FEDERAL GRAIN INSPECTION SERVICE	224	46.9%	4.9%	9.6%	6.9%
FGIS FIELD OFFICE	152	60.7%	4.3%	10.9%	8.0%
TOLEDO, OH FIELD OFFICE	13	61.0%	6.7%	7.0%	0.0%

74. Do you participate in the following Work/Life programs? Alternative Work Schedules (AWS)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,461	32.4%	53.5%	14.1%
FEDERAL GRAIN INSPECTION SERVICE	225	40.8%	40.5%	18.7%
FGIS FIELD OFFICE	154	24.3%	50.6%	25.1%
TOLEDO, OH FIELD OFFICE	13	0.0%	68.5%	31.5%

75. Do you participate in the following Work/Life programs? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,437	21.7%	68.0%	10.3%
FEDERAL GRAIN INSPECTION SERVICE	222	15.1%	72.1%	12.8%
FGIS FIELD OFFICE	150	17.1%	66.8%	16.0%
TOLEDO, OH FIELD OFFICE	13	10.2%	83.1%	6.7%

76. Do you participate in the following Work/Life programs? Employee Assistance Program (EAP)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,431	17.8%	78.5%	3.8%
FEDERAL GRAIN INSPECTION SERVICE	221	15.1%	79.2%	5.7%
FGIS FIELD OFFICE	152	16.3%	76.2%	7.5%
TOLEDO, OH FIELD OFFICE	12	18.4%	81.6%	0.0%

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Work/Life (continued)

77. Do you participate in the following Work/Life programs? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,455	1.7%	82.1%	16.3%
FEDERAL GRAIN INSPECTION SERVICE	225	2.5%	75.4%	22.1%
FGIS FIELD OFFICE	154	3.5%	72.0%	24.4%
TOLEDO, OH FIELD OFFICE	13	0.0%	83.1%	16.9%

78. Do you participate in the following Work/Life programs? Elder Care Programs (for example, support groups, speakers)

	N	Yes	No	Not Available To Me
MARKETING AND REGULATORY PROGRAMS (MRP)	4,454	1.9%	83.2%	14.9%
FEDERAL GRAIN INSPECTION SERVICE	225	1.8%	78.0%	20.2%
FGIS FIELD OFFICE	153	2.7%	76.4%	20.9%
TOLEDO, OH FIELD OFFICE	13	0.0%	83.7%	16.3%

79. How satisfied are you with the following Work/Life programs in your agency? Telework

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	2,786	83.3%	10.5%	6.2%	54
FEDERAL GRAIN INSPECTION SERVICE	77	71.2%	21.5%	7.4%	3
FGIS FIELD OFFICE	27	73.2%	22.6%	4.2%	2
TOLEDO, OH FIELD OFFICE	3	25.8%	40.3%	34.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

80. How satisfied are you with the following Work/Life programs in your agency? Alternative Work Schedules (AWS)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	1,449	91.2%	6.5%	2.3%	27
FEDERAL GRAIN INSPECTION SERVICE	92	78.5%	13.4%	8.1%	2
FGIS FIELD OFFICE	37	53.4%	27.4%	19.3%	0
TOLEDO, OH FIELD OFFICE	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Work/Life (continued)

81. How satisfied are you with the following Work/Life programs in your agency? Health and Wellness Programs (for example, exercise, medical screening, quit smoking programs)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	936	80.0%	17.9%	2.1%	65
FEDERAL GRAIN INSPECTION SERVICE	31	68.9%	28.0%	3.1%	3
FGIS FIELD OFFICE	25	60.4%	35.7%	3.9%	3
TOLEDO, OH FIELD OFFICE	1	100.0%	0.0%	0.0%	0

**The results for this item only include employees who indicated that they participated in this program.*

82. How satisfied are you with the following Work/Life programs in your agency? Employee Assistance Program (EAP)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	782	81.3%	14.5%	4.1%	55
FEDERAL GRAIN INSPECTION SERVICE	32	71.8%	28.2%	0.0%	2
FGIS FIELD OFFICE	22	65.1%	34.9%	0.0%	2
TOLEDO, OH FIELD OFFICE	2	59.4%	40.6%	0.0%	1

**The results for this item only include employees who indicated that they participated in this program.*

83. How satisfied are you with the following Work/Life programs in your agency? Child Care Programs (for example, daycare, parenting classes, parenting support groups)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	66	71.4%	28.6%	0.0%	36
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	0
TOLEDO, OH FIELD OFFICE	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

84. How satisfied are you with the following Work/Life programs in your agency? Elder Care Programs (for example, support groups, speakers)

	N	Positive	Neutral	Negative	NBJ
MARKETING AND REGULATORY PROGRAMS (MRP)	74	79.1%	17.6%	3.3%	42
FEDERAL GRAIN INSPECTION SERVICE	3	66.7%	33.3%	0.0%	1
FGIS FIELD OFFICE	3	66.7%	33.3%	0.0%	1
TOLEDO, OH FIELD OFFICE	0	--	--	--	0

**The results for this item only include employees who indicated that they participated in this program.*

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Demographic Questions

Where do you work?

	N	%
Headquarters	1	7.7%
Field	12	92.3%

What is your supervisory status?

	N	%
Non-Supervisor	7	53.8%
Team Leader	2	15.4%
Supervisor	3	23.1%
Manager	1	7.7%
Senior Leader	0	0.0%

Are you:

	N	%
Male	7	53.8%
Female	6	46.2%

Are you Hispanic or Latino?

	N	%
Yes	1	8.3%
No	11	91.7%

Race

	N	%
American Indian or Alaska Native	0	0.0%
Asian	0	0.0%
Black or African American	1	7.7%
Native Hawaiian or Other Pacific Islander	0	0.0%
White	12	92.3%
Two or more races	0	0.0%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Demographic Questions (continued)

What is the highest degree or level of education you have completed?

	N	%
Less than High School	0	0.0%
High School Diploma/GED or equivalent	1	7.7%
Trade or Technical Certificate	2	15.4%
Some College (no degree)	4	30.8%
Associate's Degree (e.g., AA, AS)	3	23.1%
Bachelor's Degree (e.g., BA, BS)	2	15.4%
Master's Degree (e.g., MA, MS, MBA)	1	7.7%
Doctoral/Professional Degree (e.g., Ph.D., MD, JD)	0	0.0%

What is your pay category/grade?

	N	%
Federal Wage System	0	0.0%
GS 1-6	1	7.7%
GS 7-12	12	92.3%
GS 13-15	0	0.0%
Senior Executive Service	0	0.0%
Senior Level (SL) or Scientific or Professional (ST)	0	0.0%
Other	0	0.0%

How long have you been with the Federal Government (excluding military service)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	3	23.1%
4 to 5 years	1	7.7%
6 to 10 years	5	38.5%
11 to 14 years	0	0.0%
15 to 20 years	0	0.0%
More than 20 years	4	30.8%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Demographic Questions (continued)

How long have you been with your current agency (for example, Department of Justice, Environmental Protection Agency)?

	N	%
Less than 1 year	0	0.0%
1 to 3 years	3	23.1%
4 to 5 years	1	7.7%
6 to 10 years	5	38.5%
11 to 20 years	0	0.0%
More than 20 years	4	30.8%

Are you considering leaving your organization within the next year, and if so, why?

	N	%
No	10	76.9%
Yes, to retire	1	7.7%
Yes, to take another job within the Federal Government	1	7.7%
Yes, to take another job outside the Federal Government	1	7.7%
Yes, other	0	0.0%

I am planning to retire:

	N	%
Within one year	1	7.7%
Between one and three years	3	23.1%
Between three and five years	1	7.7%
Five or more years	8	61.5%

What is your US military service status?

	N	%
No Prior Military Service	12	92.3%
Currently in National Guard or Reserves	0	0.0%
Retired	0	0.0%
Separated or Discharged	1	7.7%

Note: Percentages for demographic questions are unweighted.

Department of Agriculture
TOLEDO, OH FIELD OFFICE
5th Level Subagency Report

Demographic Questions (continued)

Are you an individual with a disability?

	N	%
Yes	2	15.4%
No	11	84.6%

What is your age group?

	N	%
25 and under	0	0.0%
26-29	1	7.7%
30-39	4	30.8%
40-49	1	7.7%
50-59	4	30.8%
60 or older	3	23.1%

Note: Percentages for demographic questions are unweighted.